

# **THE RIGHT TO STRIKE AND LOCK-OUT**

## **ABSTRACT**

The content of this thesis is to outline the issue of strikes and lock-outs in the Czech republic, both in terms of current legislation, as well as in future ones. On previous pages I try to describe strike actions from the historical and economic points of view, but I also try to compare their individual characters within the EU countries and to accent their specific features and patterns, which are typical for the state or region. I spent an essential part of my work by studying strikes not modified by acts and the questions of their legality. I gradually evolved into a full knowledge of complete state of freedom of association in our country because of Judicial decisions I didn't know before. I drew my conclusions primarily from literature, articles from distinguished academics and renowned experts and of course from court cases. The importance of legislative was relative because the lawmaker did not fully explore this area. I describe strikes and lockouts as a general phenomenon, whose presence is desirable in every developed community. But I also realized the individual typological aspects of employment law entities.

I tried to create work that consistently includes the full scope of relationships and contained all eventualities that come with the right to strike and lockout. I must admit that I didn't give to the right to lock-out as much space as to the right to strike. The reason is not only the austerity of literature and law to deal with these topics, but primarily the lack of real implementation of the Institute in practice. The regularization of strike has significant gaps unlike lockout, which seems over time more and more redundant. The value of my work is that it shows in a comprehensive and peaceful way the whole subject matter of the right to strike and lockout, which some authors describe unilaterally, without the necessary perspective and with the absence of any unifying element. I put myself into a role of an independent observer, who not only assesses the current situation, but also tries to demonstrate the weaknesses of the current legal situation and to propose some solutions.

Keywords: Strike, lockout, lock-out, collective bargaining, collective dispute, collective agreement